

DEPARTMENT OF PUBLIC SAFETY STANDARDS AND TRAINING

MEDICAL EXAMINATION FOR POLICE, CORRECTIONS AND PAROLE & PROBATION OFFICERS

DPSST FORM F-2



This medical examination form is derived from a Job Task Analysis of the entry level Police, Corrections and Parole & Probation officer. It meets the *Americans With Disabilities Act* (ADA) criteria to identify the Essential Functions/Tasks of the position. A panel of physicians developed the medical standards based upon the essential tasks.

POLICE OFFICER ESSENTIAL TASKS**➤ Sitting, Standing, Walking, Running**

- Run to escape attacking person
- Walk/Stand/Sit continuously or for extended times
- Walk up/down stairs

➤ Crawling, Climbing, Over/Under Obstacles**➤ Lifting, Carrying, Pushing**

- Lift objects (not people) up off the ground
- Carry/drag an unresisting person (without assistance)
- Carry objects from one location to another
- Lift objects down from elevated surface (waist high or above) and place on ground or floor
- Pull/Push unresisting/resisting person through vehicle or structure window to remove person from vehicle or structure
- Physically force open locked, or blocked door/gate

➤ Jumping, Vaulting**➤ Struggle, Fight, Defend**

- Grip and hold a person to maintain physical control (assisted/unassisted)
- Extract a struggling suspect from a structure or motor vehicle
- Place a struggling suspect in a structure or motor vehicle
- Use various holds to control/subdue resisting/combative suspects
- Physically defend against and control a single or multiple attackers
- Take down and subdue a resisting person
- Draw and fire duty weapon in a state of physical exhaustion, during or subsequent to physical altercation
- Re-load duty weapon in combat conditions
- Draw and fire duty weapon at moving vehicle
- Fire shoulder weapon (rifle, shotgun, etc.)
- Handcuff/mechanically restrain compliant/non-compliant subject
- Catch falling person to avoid injury
- Tackle a fleeing person to stop flight
- Engage in ground fighting with subject
- Use hand weapon(s) (baton, taser, OC spray, etc.) to subdue person in physical confrontation
- Use OC weapon to subdue a person in physical confrontation
- Use firearms in physical confrontation
- Use nerve pressure points to control/subdue resisting person
- Physically intervene to break up fights/physical confrontations between two or more persons
- Dodge/evade blows, thrown objects

➤ Combined Physical Activities

- Drive patrol car in a wide range of routine and emergency conditions
- Rapidly exit patrol car (standing up from a seated position inside the car) and move away from the car
- Pursue subject on foot, negotiating barriers and hazards (running, jumping, climbing etc.)
- Struggle with and subdue subject after pursuit/evasion; place subject in patrol car for transport
- Multi-task while operating patrol car (radio communications, computer, weapons and tools, etc.)
- Subdue and physically/mechanically restrain; lift/carry/drag person from one area to another
- Understand speech through electronic devices (telephone, radio, cell phone, etc.) in a wide range of environmental conditions
- Maintain visual contact in pursuit (car and foot) in unpredictable terrain and conditions
- Routine use of color computer monitor (CRT)
- Draw, aim and fire service pistol

- Transport person (resisting, not resisting) between locations, maintaining physical control, negotiating stairs, doorways, obstacles and other features
- Being struck by, and/or striking person (physical altercations)
- Physically struggling with multiple persons
- Falling/being knocked down in struggle or pursuit, recovering to feet, resuming struggle/pursuit
- Participate in Defensive Tactics Training (DT's)
- Conduct physical person searches of individuals
- Conduct area searches (walking, standing, kneeling, crawling, lifting, bending, etc.) looking for item or person

➤ Psychological Elements with Physical Effects

- Continuing to function in a physical confrontation after being struck/injured
- Cope with physical effects of acute emotional stress (fear, anger, etc.)
- Cope with the physical effects of chronic (cumulative) emotional stress
- Cope with the emotional and physical results of being struck by/exposed to bodily fluids
- Maintaining a state of high hyper vigilance (highly concentrated mental and sensory attention) over protracted period of time
- Cope with the emotional and physical impact of being subjected to verbal threats of violence
- Being exposed to hazardous substances (drugs, chemicals, infectious diseases, etc.)
- Cope with the emotional and physical impact of witnessing the abuse, injury or death of a child
- Cope with the emotional and physical impact of constant scrutiny and criticism (management, attorneys, judges, the public, etc.)
- Cope with the long-term emotional and physical impact of constant exposure to deviance (distorted world view)
- Cope with the emotional and physical impact of being shot at

➤ General Physical Activities

- Bending over from waist (to pick up objects off ground, etc.)
- Twisting at the waist
- Cardio-vascular endurance (sudden onset, sustained, high-demand physical exertion for longer than three minutes)
- Typing on keyboard
- Talking on phone, radio while using computer
- Using computer keyboard in patrol vehicle
- Transition between sitting and standing
- Reaching from various positions to grasp objects/persons

➤ Sensory Acuity, Discrimination

- Accurately visually detect and resolve images, facial and body features, and movement of persons and objects in varying light conditions, at distances up to 100 feet
- Accurately determine full-range colors (clothing, substances, skin tones, etc.) in varying light conditions
- Resolve and understand faint auditory signals (whispers, transients [clicks, pops, impacts], air movement, etc.)
- Resolve and understand speech in presence of wide range of environmental sounds, including high levels of ambient background noise
- Accurately resolve visual images in low-light conditions
- Three-dimensional vision, sufficient for clear depth perception, image placement and location sufficient for complex visual tasks (driving in a vehicle in emergency conditions, pursuit of persons over complex surfaces in unpredictable conditions, stairs, steps, obstacles, weapons use, etc.)
- Accurately visually detect and resolve transitory and subtle changes in body language (pupil constriction/dilation, skin color and respiration changes, etc.)

CORRECTIONS OFFICER ESSENTIAL TASKS**➤ Sitting, Standing, Walking, Running**

- Run on flat surface
- Walk continuously
- Stand continuously
- Walk up/down stairs
- Sit continuously (car, desk, etc.)
- Run up/down stairs
- Walk/run – irregular, potentially hazardous surfaces

➤ Crawling, Climbing, Over/Under Obstacles

- Climb steps, railings, external features, obstacles

➤ Lifting, Carrying, Pushing

- Lift objects off the ground
- Assisted carry of unresisting inmates
- Carry and place objects
- Lift objects down from elevated surface and place on ground or floor
- Pull/Push unresisting/resisting person through vehicle or structure window to remove person from vehicle or structure
- Physically force open locked, or blocked door/gate

➤ Struggle, Fight, Defend

- Grip and hold inmate to maintain physical control
- Extract/place struggling inmate from/in cell
- Hold/restrain struggling inmate
- Physically defend against and control attacking inmate
- Take down and subdue resisting inmate
- Handcuff – mechanically restrain inmate
- Use chemical weapon (OC) to subdue inmate
- Continue to function effectively after exposure to OC
- Physically intervene to break up inmate fights/physical confrontations
- Dodge/evade blows, thrown objects
- Exposure to hazardous materials

➤ Combined Physical Activities

- Subdue and mechanically restrain, life/carry inmate to/from holding area/cell
- Transport inmate (resisting, not resisting) within facility; negotiate physical barriers
- Being struck by and/or striking inmates

- Falling/being knocked down in a struggle, recover to feet, resume struggle/pursuit
- Loading, unloading, driving transport vehicles – maintain control of inmates
- Participate in Defensive Tactics training
- Continue to function in a physical altercation after being struck
- Maintain a state of hyper vigilance

➤ Psychological Elements with Physical Effects

- Cope with physical effects of acute emotional stress (self)
- Cope with physical effects of acute emotional stress (others)
- Cope with the physical effects of chronic emotional stress (self)
- Cope with the physical effects of chronic emotional stress (others)
- Cope with chronic physical effects of shift work
- Cope with the emotional and physical results of bodily fluid contact/exposure
- Cope with the emotional and physical impact of verbal threats of violence by inmates
- Cope with emotional impact of working with seriously mentally ill inmates
- Cope with the emotional reactions to verbal abuse by inmates

➤ General Physical Activities

- Kneel, squat and recover to feet
- Repetitive hand movements (typing, mouse, bar code scanning, etc.)
- Bending over from waist, at or below waist level
- Cardio-vascular endurance (over three minutes – high intensity)

➤ Sensory Acuity, Discrimination

- Accurately resolve visual images in various conditions – to 100 feet
- Accurately determine full-range of colors
- Resolve and understand faint auditory signals
- Resolve and understand speech in noisy environment
- Detect and resolve odd odors
- Accurately resolve visual images in low light conditions
- Three-dimensional vision sufficient for accurate depth perception in high risk situations
- Accurately visually detect and resolve transitory and subtle changes in “body language”

PAROLE & PROBATION OFFICER ESSENTIAL TASKS

➤ **Sitting, Standing, Walking, Running**

- Run to pursue/escape fleeing/attacking person (pursuit-evasion)
- Walk continuously
- Stand continuously
- Walk up/down stairs
- Sit continuously (car, desk, etc.)
- Walk/run – irregular, potentially hazardous surfaces
- Walk backwards (retreat)

➤ **Lifting, Carrying, Pushing**

- Lift objects off the ground
- Push/pull objects
- Carry and place objects
- Lift objects down from elevated surface (waist high or above) and place on ground or floor

➤ **Struggle, Fight, Defend**

- Grip and hold a person to maintain physical control
- Hold/restrain struggling person
- Physically defend against and control attacking person
- Take down and subdue resisting person
- Handcuff – mechanically restrain person
- Tackle a fleeing person to stop flight
- Use hand weapon(s) (other than firearm) to subdue person in physical confrontation
- Use chemical weapon to subdue a person in a physical confrontation
- Use firearms in physical confrontation
- Dodge/Evade blows, thrown objects

➤ **Combined Physical Activities**

- Pursue fleeing person on foot, negotiating barriers and hazards (running, jumping, climbing, etc.), struggle with and subdue after pursuit/evasion
- Physically/mechanically restrain, lift/carry/drag resisting person
- Draw, aim and fire service pistol
- Transport person (resisting, not resisting) between locations, maintaining physical control, negotiating stairs, doorways, obstacles and other features
- Being struck by, and/or striking person (physical altercations)
- Physically struggling with multiple persons
- Falling/being knocked down in struggle or pursuit – recovering to feet – resuming struggle/pursuit
- Participate in Defensive Tactics Training (DT's)
- Conduct routine physical person searches of individuals
- Conduct high-risk searches of individuals (weapon drawn)
- Conduct area searches (walking, standing, kneeling, crawling, lifting, bending, etc.)

➤ **Psychological Elements with Physical Effects**

- Continuing to function in a physical confrontation after being struck/injured
- Cope with physical effects of acute emotional stress (fear, anger, etc.) (self and others)
- Cope with the physical effects of chronic (cumulative) emotional stress (self and others)
- Cope with the emotional and physical results of being struck by – exposed to bodily fluid
- Maintaining hyper vigilance over protracted period of time
- Cope with the emotional and physical impact of being subjected to verbal threats of violence
- Cope with emotional and physical impact of being on-call
- Cope with the emotional and physical impact of dealing with repeat offenders

- Cope with the emotional and physical impact of seeing, hearing, smelling and reading about horrific events/occurrences
- Cope with the emotional and physical impact of constant scrutiny and criticism (management, attorneys, judges, the public, etc.)
- Cope with the emotional and physical impact of high levels of organizational ambiguity and disruption (threat of lay-off's, changing policies, management relations, etc.)
- Cope with the emotional and physical impact of constant scrutiny (media, testifying in court, etc.)
- Cope with the long-term emotional and physical impact of constant exposure to deviance (distorted world view)
- Cope with the emotional and physical impact of constant exposure to personal legal liability
- Cope with the emotional and physical impact of being shot at
- Cope with the emotional/physical impact of exposure to hazardous materials

➤ **General Physical Activities**

- Bending over from waist, at or below waist level
- Twisting from the waist
- Typing on keyboard
- Routine driving of automobile
- Use computer mouse
- Talking on phone, radio, while using computer
- Cardio-vascular endurance (sustained high-demand physical exertion for longer than three minutes)
- Transition between sitting and standing

➤ **Sensory Acuity, Discrimination**

- Accurately visually detect and resolve images, facial and body features, and movement of persons and objects in varying light conditions, at distances up to 100 feet
- Accurately determine full-range colors (clothing substances, skin tones, etc.) in varying light conditions
- Resolve and understand faint auditory signals (whispers, transients [clicks, pops, impacts] air movement, etc.)
- Resolve and understand speech in the presence of a wide range of environmental surrounds (wind, vehicle noise, equipment sounds, etc.) including high levels of ambient background noise
- Detect and resolve faint and/or odd odors
- Accurately resolve visual images in low-light conditions
- Understand speech through electronic devices (telephone, radio, cell phone, etc.) in a wide range of environmental conditions
- Three-dimensional vision sufficient for accurate depth perception, image placement and location sufficient for complex visual tasks (driving a vehicle in emergency conditions, pursuit of persons over complex surfaces in unpredictable conditions, stairs, steps, obstacles, weapons use, etc.) in high risk situations
- Accurately visually detect and resolve transitory and subtle changes in "body language" (pupil constriction/dilation, skin color and respiration changes, etc.)
- Accurately use vision and hearing for threat assessment in use of force situations
- Maintain visual contact in pursuit (car and foot) in unpredictable terrain and conditions
- Routine use of color computer monitor

1. Name (Last, First Middle)			2. DPSST Numbers
3. Height (w/o shoes)	4. Weight (w/o shoes and coat)	5. Chest Girth (expiration)	6. Abdomen Girth
7. Department			8. DOB (MDY)

9. A - EYES AND VISION

A1 VISUAL ACUITY

- Corrected vision shall be at least 20/30 (Snellen) in each eye.
- Applicants whose uncorrected vision is worse than 20/100 *shall* wear soft contact lenses (SCLs) to meet the corrected vision requirement.
- Applicants with uncorrected vision of 20/100 or better may wear glasses with frames to meet the corrected vision requirement.
- Replacement glasses or lenses (as appropriate) *shall* be on the person or readily available at all times during each workshift. The employing agency *must* monitor this compliance.

Applicant's Corrected Visual Acuity: L20/ _____ R20/ _____
Applicant's Uncorrected Visual Acuity: L20/ _____ R20/ _____

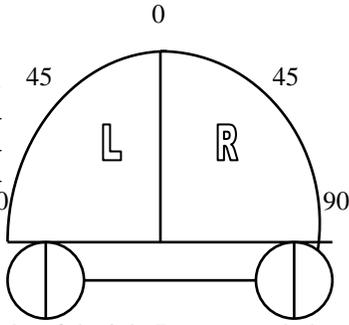
Comments: _____

A2 PERIPHERAL VISION

- The Field of Vision *shall* be at least 140 degrees in the horizontal meridian combined.

Applicant's Form Field of Vision (Temporal): L _____ R _____ Combined _____

Comments: _____



A3 DEPTH PERCEPTION

- Depth Perception shall be sufficient to demonstrate stereopsis adequate to perform the essential tasks of the job. Recommended test is the Random Stereo Test with 60 seconds of arc.

Comments: _____

A4 NIGHT BLINDNESS

- The applicants history of night blindness should be evaluated to determine applicant's capacity to perform essential tasks at night or in dark or low light settings.

Comments: _____

A5 COLOR VISION

- Red or green deficiencies are not necessarily excludable but should be noted for further examination.
- Correct reading of at least nine (9) of the first thirteen (13) plates of Ishihara Test (24 Plate Edition).
- Applicants who fail the Ishihara test can meet the color vision standard by demonstrating that they can correctly discriminate colors via a field test conducted by the employer and approved by DPSST.

Comments: _____

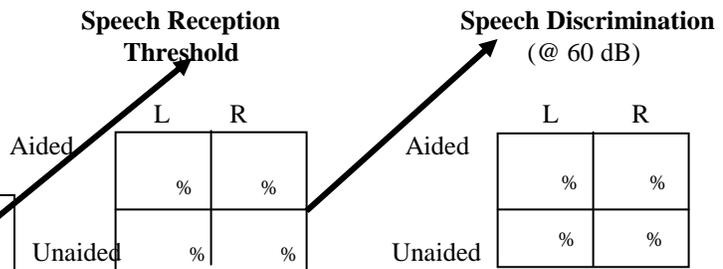
10. B - EARS AND HEARING

B1 HEARING ACUITY

- Applicant *must* have hearing sufficient to perform essential hearing tasks without posing a direct threat to themselves or others.
- Police & Corrections applicants *must not* have an average loss greater than 25-db at 500, 1000, 2000 and 3000 Hertz (Hz) levels in each ear with no single loss in excess of 40 db or achieve a Speech Discrimination test score of no less than 90% utilizing a standard 50 word presentation at 60 db Hearing Threshold Level (HTL).
- Parole & Probation applicants *must not* have an average loss greater than 35-db at 500, 1000, 2000 and 3000 Hertz (Hz) levels in each ear with no single loss in excess of 45 db or achieve a Speech Discrimination test score of no less than 90% utilizing a standard 50 word presentation at 60 db Hearing Threshold Level (HTL).
- Amplification device(s) may be used to meet the above hearing requirement.
- If amplification devices are used, they *must* be of the type that screens out loud sounds, i.e., gun shots, to prevent further hearing loss.

Required score of no less than 90% utilizing the standard 50 word count.

Left (Decibels) Right (Decibels)
 Hertz: 500 _____ 500 _____
 1000 _____ 1000 _____
 2000 _____ 2000 _____
 3000 _____ 3000 _____
 Avg. _____ Avg. _____



Note: Police/Corrections an average >25 db or a single >40db requires:
 Parole & Probation an average >35 db or a single >45 db requires:

Audiologist Signature: _____ Date: _____

Comments: _____

11. C - NOSE, THROAT AND MOUTH

C1 NON - ASSISTED APHONIA, LOSS OF SPEECH DEFECTS

- Applicant *must* be able to use vocal chords and have significant speaking ability to perform speaking related essential tasks.

C2 ABNORMALITIES OF THE NOSE, THROAT OR MOUTH

- For police and corrections applicants, an abnormality **must not** interfere with the applicant's breathing, or proper fitting of gas mask or similar device.

Comments: _____

12. HEAD (note any defect, disease, or injury involving eyes, ears, mouth, throat)

Comments: _____

13. DENTISTRY RECOMMENDED Yes No

Comments: _____

14. LUNGS

Comments: _____

15. D - CARDIOVASCULAR SYSTEM

TYPE OF ACTION AT REST			PULSE RATE	SOUNDS	RHYTHM
PULSES	R	L	Note any abnormality	R L	
Femoral					
popliteal					
dorsal pedes					

Comments: _____

D1 CARDIOVASCULAR DISEASES

- Any finding in the personal history or physical examination, which suggests the presence of an organic cardiovascular disease, **shall** necessitate further medical evaluation.
- Resting blood pressure should be less than, or equal to, 140 mmHg systolic and 90 mmHg diastolic on three successive readings.
1st Resting blood pressure _____ / _____ *mmHg* _____ *Time* _____ *Date*
2nd Resting blood pressure _____ / _____ *mmHg* _____ *Time* _____ *Date*
3rd Resting blood pressure _____ / _____ *mmHg* _____ *Time* _____ *Date*
- Failure to meet the blood pressure guideline shall cause referral for further medical evaluation. (If the applicant has controlled hypertension not exceeding the above standards and is on medication with side effect profiles, which do not interfere with performance of duty, the condition may not be excludable.)
- Applicant **shall not** have a functional and therapeutic cardiac classification greater than the *Heart Association Class A*.

- *Functional Capacity I Patients* with cardiac disease may not be excludable if they have no limitations of physical activity; ordinary physical activity does not cause discomfort; they do not have symptoms of cardiac insufficiency, and they do not experience angina pain.
- *Therapeutic Classification A Patients* with cardiac disease whose physical activity is restricted should be evaluated thoroughly.

Comments: _____

16. ABDOMEN

17. RECTAL (Men age 40 or over)

MASSES	FISSURE
TENDERNESS	FISTULA
HERNIA	HEMORRHOIDS

Comments: _____

18. GENITAL-URINARY SYSTEM (note any abnormalities)

Comments: _____

19. MUSCULAR - SKELETAL (Test flexibility by bending, stooping, squatting; also by head, arm and finger motions)

SPINE	TOE TOUCH (distance from floor) SYMMETRY	POSTURE	X-RAY RECOMMENDED <input type="checkbox"/> Yes <input type="checkbox"/> No
UPPER EXTREMITIES	LIMITED FUNCTION	MISSING PARTS	
LOWER EXTREMITIES	LIMITED FUNCTION	MISSING PARTS	

20. SKIN (Scars, varicosities, disease, abnormalities - nature and severity)

Comments: _____

MEDICAL EXAMINATION FINDINGS

21. APPLICANT **DOES NOT** MEET VISION ACUITY VISION STANDARD A1

Comments: _____

22. APPLICANT **DOES NOT** MEET PERIPHERAL VISION STANDARD A2

Comments: _____

23. APPLICANT **DOES NOT** MEET DEPTH PERCEPTION VISION STANDARD A3

Comments: _____

24. APPLICANT **DOES NOT** MEET NIGHT VISION STANDARD A4

Comments: _____

25. APPLICANT **DOES NOT** MEET COLOR VISION STANDARD A5

Comments: _____

26. APPLICANT **DOES NOT** MEET HEARING ABILITY STANDARD B1

Comments: _____

27. APPLICANT **DOES NOT** MEET SPEAKING ABILITY STANDARD C1

Comments: _____

28. APPLICANT **DOES NOT** MEET BREATHING AND PROPER FITTING STANDARD C2

Comments: _____

29. APPLICANT **DOES NOT** MEET CARDIOVASCULAR STANDARD D1

Comments: _____

30. Are there any conditions; *physical, mental* or *emotional* - which, in your medical opinion, suggest further examination?

Yes (explain below) No

31. Does this Applicant have any **physical** condition that prevents performing the essential functions/tasks of the job.

Yes (explain below) No

32. Summary/comments/special instructions

33. PHYSICIAN'S SIGNATURE

34 . NAME AND ADDRESS OF PHYSICIAN (print or type)

35. DATE